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Kathy Oglesby, Labor Liaison
King County Executive's Office
Bank of America
701 Fifth Avenue Suite 3210
Seattle, Washington 98104

Re: King County Police Officer Guild
Subject: 2007 Negotiations

Dear Ms. Ogelsby,

I am writing this letter to address the conundrum that the passage of the civilian oversight ordinance has caused both the County and my client. In order to address both the County's desire to discuss the issue of civilian oversight with the Guild and the Guild's interest in preserving its legal position in these matters, I propose the following course of action by the parties:

- 1) The parties will jointly request the Public Employment Relations Commission to hold the administration of the related Unfair Labor Practice Charge filed earlier in abeyance until such time as the Guild serves 30 days notice upon both the Commission and the County of its intent to proceed or until such time as the County attempts to unilaterally implement any provision thereof;
- 2) The parties will begin bargaining on the successor to the current contract no later than the end of January, 2007. During that round of bargaining, either party may make proposals regarding either mandatory subjects of bargaining or the mandatory effects of any changes in permissive subjects of bargaining;
- 3) In the event that the parties are able to reach voluntary agreement on the terms of a successor agreement, the Guild agrees that the County may implement any agreed changes to civilian oversight of employee discipline immediately upon the ratification of the economic provisions of said agreement by the County Council and the entire agreement by the Guild membership.
- 4) King County agrees not to unilaterally implement changes in wages, hours, or working conditions that are either a mandatory subject of bargaining or the effect of a change in a permissive subject of bargaining during the course of the parties' negotiation


of the successor agreement including compliance with RCW
41.56.470.

If King County finds the above proposal acceptable, please
indicate your approval by signing below where indicated. My signature
to this letter will constitute the Guild's acceptance of the terms of this
letter.

Time is of the essence. Therefore, this offer will be deemed
withdrawn if I have not received a conformed copy within seven business
days of the date of this letter's mailing.

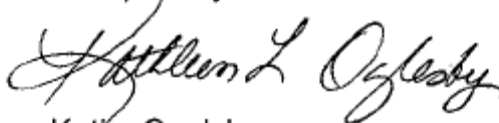
Very truly yours,

Aitchison & Vick, Inc.



Christopher K. Vick
Attorney at Law

Accepted by:



Kathy Ogelsby,
For King County

CKV/crm

Enclosures

cc: Steve Eggert
Sue Rahr